



Youth Apprenticeship at NEW Water

Scott Thompson
Operations Trainer

Work-Based Learning Wisconsin's **Youth Apprenticeship Program**

**Employer driven, Student tested,
Successfully proven**



WHAT is YA?

- Statewide **School-to-Work** initiative
- **HS students** get “real-world” learning in an occupational area
- **ONE** or **TWO year** elective program
- Combines academic AND technical instruction with **mentored on-the-job training**
- Available to **ALL youth** in participating districts

YA Program Requirements

1. Paid on the job experience and learning
2. Uses skilled job-site mentors
3. Demonstrate skill competencies thru performance evaluation
4. YA Program Completion:
 - State issued skill certificate (DWD)
 - HS diploma (HS)
 - Credit at a Wisconsin TC (TC)

YA Program Structure

DWD:

- **TWO** state YA Administrative staff



YA Coordinators:

- WI is divided into **31 Consortiums** each with a designated YA Program Coordinator

Participating Public School Districts:

- **On site** teacher/staff coordinator

YA Program Timeframes



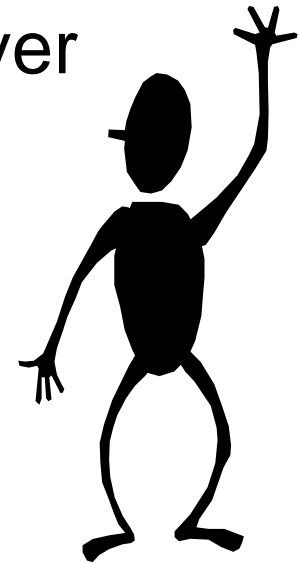
- 1. Two year program (Level II)- STANDARD**
900 hours of work site learning
360 hours of related classroom instruction

OR

- 2. One year program (Level I)- OPTION**
450 hours of work site learning
180 hours of related classroom instruction

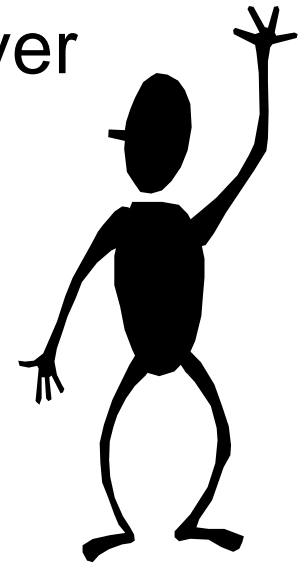
Student's Role

- Academic skills and Attendance
- Progress Reviews
- Maturity and Responsibility to Employer



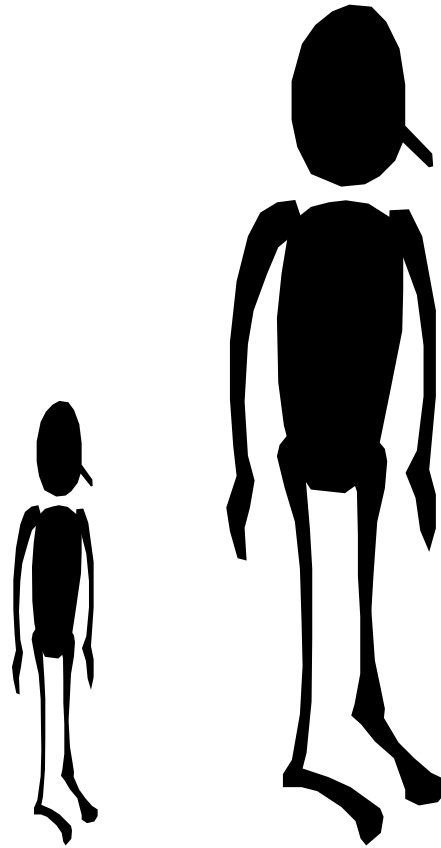
Student's Role

- Academic skills and Attendance
- Progress Reviews
- Maturity and Responsibility to Employer



Parent or Guardian's Role

- Transportation
- Progress Reviews



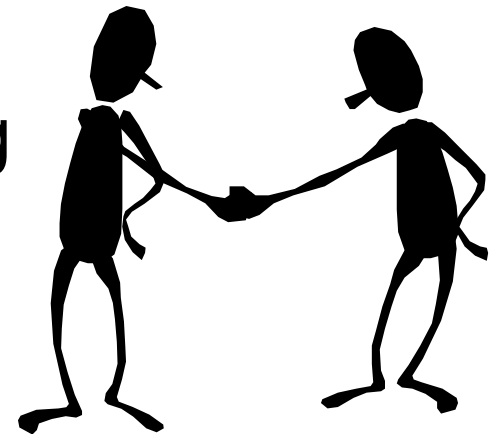
K12 Role



- ❑ Recruit students
- ❑ Coordinate student enrollment
- ❑ Integrate YA Program classroom & worksite training into student's education program
- ❑ Ensure 450 hours of worksite hours + 180 hours of related classroom instruction for each year
- ❑ Progress Reviews
- ❑ Grant high school graduation credit

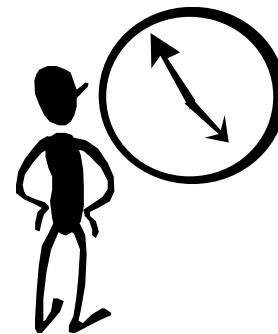
YA Consortium's Role

- ❑ Approval from DWD to operate YA Program
- ❑ Recruit Students AND Employers
- ❑ Advisory committee
- ❑ Yearly commitment with participating high schools, technical colleges, and local businesses
- ❑ YA grievance procedure
- ❑ Provide employer mentor training



Employer's Role

- ❑ Participate in mentor training session
- ❑ Interview & Hire YA students
- ❑ Provide on the job training to YA student
- ❑ Pay YA student
- ❑ Progress Reviews
- ❑ Ensure 450 hours of worksite training/work hours
- ❑ Comply with Child Labor Laws



YA Curriculum Definitions

Competency

- Worksite **Skill**: Assessed by Employers at worksite

Performance Standard

- **HOW**: Skill is assessed at worksite; What employers should look for to judge the skill (*as applicable to that worksite*)

Learning Objective

- **WHAT**: Recommended content to learn to be able to perform skill; On-the-job or in-classroom

Required Related Instruction

Classroom instruction to *supplement* the learning of the work site competencies.

Defined in the **Learning Objectives** for each Competency (The **CONTENT** the students should know to perform the Competencies)

CAN be delivered BY:

- High School
- Tech College
- Employer

Required Skills

REQUIRED of ALL YA students

- Core Skills
- Safety & Security Skills

Aligned with
National Career Cluster Standards

Core Skills Competencies

1. Apply applicable academic knowledge
2. Apply applicable career knowledge
3. Apply applicable industry knowledge
4. Communicate effectively
5. Act professionally
6. Demonstrate customer service skills
7. Cooperate with others in a team setting
8. Think critically
9. Exhibit regulatory & ethical responsibilities
10. Use resources wisely
11. Use basic technology



Safety Competencies

1. Follow personal safety requirements
2. Maintain a safe work environment
3. Demonstrate professional role to be used in an emergency



Water Resources

- Aligned with DWD Adult Registered Apprenticeship in Wastewater Management
- Applicable to sewage, drinking, industry, and medical water treatment facilities
- Related Technical Instruction



New Chart Format

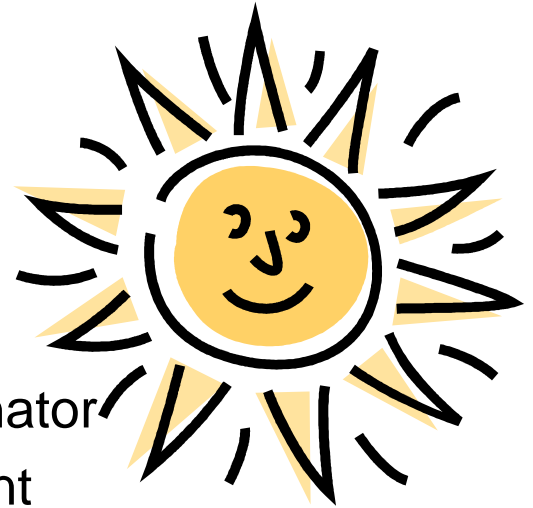
□ Water Resources Units

3. Monitor operating conditions, meters, & gauges	<ul style="list-style-type: none">• Identify and monitor the system control instruments• Operate flow measuring device to monitor the flow of water• <i>Collect operational data</i>• Monitor and respond to alarm systems according to protocol• Document conditions, readings, and any actions taken	<ul style="list-style-type: none">• Discuss common preliminary treatment processes• Compare pre-, primary-, secondary, tertiary, and post treatment for water quality• Describe the flow of water and its monitoring from point of entrance to exit in your facility• Compare flow measurement devices• Explain the use of pumps, cross connections, backflow methods, and devices/valves in water flow through a treatment facility
Skill	Performance Standards	Learning Objectives

THANK YOU!

Amy Phillips

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What is NEW Water?







NEW Water Youth Apprenticeship (YA)

Basics...

- Two high school students in the program
- 10-15 work hours each week at NEW Water
- One college course each semester at NWTC
- High School Credit
- College tuition, supplies covered by GB Public Schools
- All work-related costs covered by employer (NEW Water)
- Administered by the Chamber of Commerce
- **Students are paid to learn**



YA Program Timeline at NEW Water

November - Connection Made With GB Public Schools & Chamber

March – Promoted @ GB Southwest High School (400 students)

April - Hosted Preview Night (12 students)

Early May - Accepted Applications (2 students)

Mid-May - Interviews

July – YA Student starts



Mentoring is a Key Requirement !





Operator Involvement



- Teach safe work practices
- “Live the Life” of a Plant Operator
- Provide broad work experiences
- Include other work groups !

**This is not a
job shadow position**



Apprentice Responsibilities

- Maintains GPA and stays on track for high school graduation
- Manages own transportation
- Helps track learning
- Completes college courses required by the program
- Makes a two-year work commitment of 900 hours



Plant Sampling & Monitoring





Operational Analysis





Housekeeping





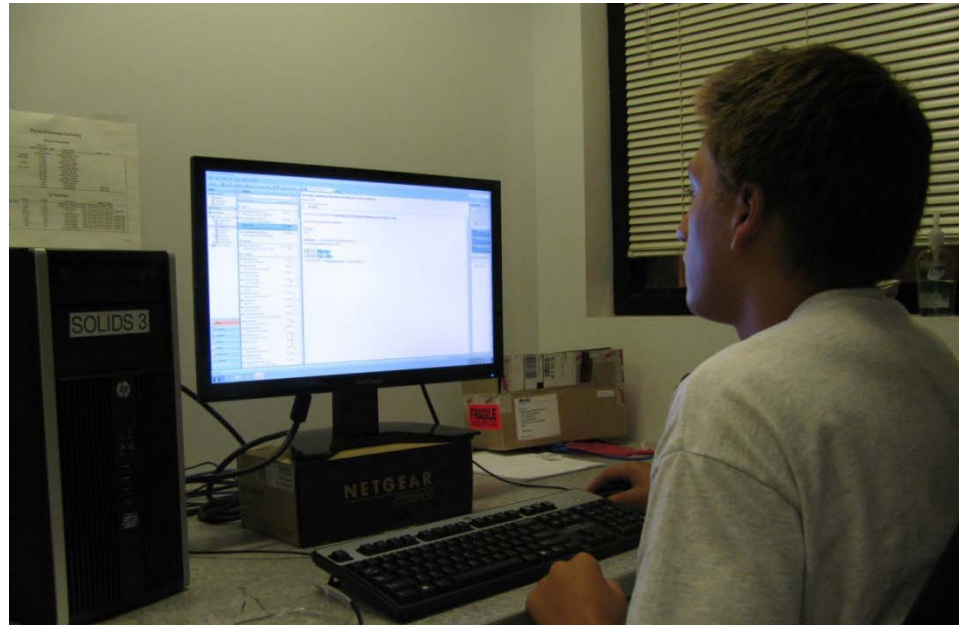
Plant Equipment Operation





Plant Communications

- Operation Logbook
- Maintenance Work Orders
- Calendars
- Plant email





Common Issues to Deal With

- Transportation issues
- Work Load – Study Load
- High School Activities and Scheduling Conflicts
- Child Labor Laws
- Determine boundaries
- Buy-in from employees
- Tracking what has been learned



What Would an Employer Gain?

- Develop potential workforce
- Create recruitment pipeline
- Provide supervisory opportunities for staff
- Raise staff interest in training
- Increase potential for teamwork
- **Deeper connection to the community**



Celebrating Brandon's First 500 Hours





UW-Green Bay

NWTC

NEW Water

HS Principal

Proud Dad



School to Work

"Nick"

"Chamber"

College Instructor

School District

Green Bay Mayor

YA Student Brandon

New Partnerships





Promoting Within the Industry



First in Wisconsin: Pilot Youth Apprenticeship Program in Green Bay

The state of Wisconsin's first Youth Apprenticeship Program in Wastewater Treatment has reached its 500th hour, and exemplifies business, education, and government collaborating to create a thriving workforce for tomorrow.

Brandon Burton, 16, a junior at Southwest High School, is reaching his 500th hour on the job at the Green Bay Metropolitan Sewerage District (GBMSD), through the Green Bay Area Chamber of Commerce's Youth Apprenticeship Program, which also includes coursework at Northeast Wisconsin Technical College (NWT).

"I'm really honored to be part of... it's cool to combine school with job... the so-called 'real-world' when I grad... As part of Brandon's curriculum at Schools, Brandon takes Environment... Water Technology courses during the... works a few hours a week at GBMSD... "The Green Bay Area Chamber of Apprenticeship Program is excited to... of the creation of this Wastewater Tre... Rodas, president of the Green Bay A... "The program is a great success, whi... other businesses throughout the Gre... Recently, Brandon was able to tra... while working in the plant at GBMSD... just gleaned during coursework at N... doing a routine clean of the dissolv... the cleaning brush head got stuck in... just learned how to create a vacuum... wondered if it would work in this cas... and Brandon's quick thinking prevent... to be filled out.

This preparation for post-high sch... world job experience in partnership... the kind of initiative the Green Bay A... eager to foster. "Brandon is a prime... can achieve through hard work, dedi...

the leadership of our teachers," said Dr. Michelle Langenfeld, Superintendent of Schools and Learning. "We have many more students like Brandon waiting to be placed."

Professor John Katers from the University of Wisconsin-Green Bay (UWGB) has served on the advisory committee for the program and has praised the collaboration of the various partners. UWGB offers undergraduate and graduate degrees in environmental sciences, with several alumni from UWGB's environmental programs employed at GBMSD.

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86th ANNUAL MEETING
Doing **More With Less**
Monona Terrace, Madison, Wisconsin
May 14-17, 2013

www.cswea.org

Spring 2013

On His Way

A YOUTH APPRENTICESHIP WITH NEW WATER IN GREEN BAY GIVES BRANDON BURTON AN EXCELLENT START TOWARD A CAREER IN CLEAN WATER

By Ted J. Rulsh

At the tender age of 16, Brandon Burton is solidly on a path toward a career in the clean-water profession. Meanwhile, his employer, NEW Water (the new identity for the Green Bay [Wis.] Metropolitan Sewerage District), has found a way to groom potential replacements for operators who will retire in the next few years. "It's definitely a win-win," says Bruce Bartel, treatment manager for the district's two treatment plants, which process 38 mgd.

Burton, a junior at Green Bay Southwest High School, is the first student enrolled in the Green Bay Area Chamber of Commerce Youth Apprenticeship program in Wastewater Treatment, which is serving as a pilot for a statewide program to be offered through the Wisconsin Department of Workforce Development.

During the two-year apprenticeship, Burton attends regular high school classes and takes courses at Northeast Wisconsin Technical

credits Scott Thompson, operations trainer, with doing the majority of the work to get the program going. They started in December 2011 by exploring the idea with the Green Bay Area Chamber of Commerce and the Green Bay Area Public School District. Next came outreach to science classes at Green Bay Southwest High, where Rod

Brandon Burton, youth apprentice (left), counts Scott Thompson, operations trainer, among his mentors at NEW Water in Green Bay.

PHOTO COURTESY OF NEW WATER

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Business Friends of Education Award

Award Winners

Johnson Controls Inc., Milwaukee
Jones Dairy Farm, Fort Atkinson
Kohler Company
Nelson Global Products, Black River Falls
NEW Water, Green Bay
Tomahawk Community Bank
Trace-A-Matic Corporation, Brookfield
Waukesha County Business Alliance
Wood's Crossing, Brodhead





Interested in YA... *But Not Sure Where to Start ?*

- School-to-Work counselors
- Local School District
- Guidance counselors
- Chamber of Commerce
- Department of Workforce Development
- **Make the call !**



Would Your Organization Benefit From a Youth Apprenticeship Program?





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